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Human resources management

Improvement of the status of women in the United Nations system

Report of the Secretary-General*

Summary

Pursuant to General Assembly resolution 56/127 of 19 December 2001, the present report provides information on the representation of women in the Secretariat and in other organizations of the United Nations system. In the restricted category of staff on professional appointments of one year or more on posts subject to geographical distribution, women account for over 41 per cent of staff, an increase of 0.8 per cent over last year. Overall, in the larger population of professional staff with appointments of one year or more, women now account for 35 per cent of staff, an increase of 0.4 per cent since the last reporting period. Of the 24 Departments and Offices of the Secretariat, four Departments reached the overall gender balance goal of 50 per cent while four others have less than 30 per cent of female professional staff.

The goal of 50 per cent in the selection of women candidates for professional posts, with appointments of one year or more was met only at P-2 level during the period covered by this report. At all other levels, the trend of recruiting more men than women continued at all levels, with overall appointments of women constituting 33.2 per cent. At the Under-Secretary-General and Assistant Secretary-General levels, women comprise 10.5 and 10.2 per cent, respectively. Of staff receiving promotions, women comprised 44.1 per cent. More women (21 staff) than men (11 staff) moved between Departments and duty stations on promotion, disavowing the stereotype that women are not mobile.

In the United Nations system, the overall proportion of women in the Professional and higher categories increased only marginally from 33.5 per cent in December 1999 to 33.7 per cent in December 2000 (latest available data).

There has been some uneven progress since the last report, and further determined efforts will need to be made in order to achieve the goal of gender equality. In particular, more attention has to be given to recruiting and promoting women at the higher levels and to addressing specific career development concerns, in particular those of General Service staff, who are mostly women.

* The submission of the report was delayed due to extensive consultations.

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I. Introduction

1. The present report, submitted in response to the request of the General Assembly in its resolution 56/127 of 19 December 2001, covers the period from 30 June 2001 to 30 June 2002.

2. In June 2002, of a total of 190 Member States, 16 Member States were unrepresented in the Secretariat.[1] Of the remaining 174 Member States, 37[2] had no women nationals represented in the Secretariat compared to 31 in the last reporting period.

II. Overview of the current status in the Secretariat

A. Gender distribution of staff in the Professional and higher categories in the Secretariat

3. The analysis presented below is based on the gender distribution of staff in the Professional and higher categories (5,733 staff) in the Secretariat on 100 series appointments as well as professional staff on project posts (837 staff) on 200 series appointments.

1. Staff in the Professional and higher categories

4. In the widest category of professional staff, those in the Professional and higher categories with appointments of one year or more (see table 1), the overall proportion of women has increased slightly, from 34.6 per cent to 35 per cent (2,005 out of a total of 5,733).

5. At the D-1 level and above, there has been no increase in the cumulative proportion of women at these senior and policy-making levels (see table 3). The proportion remains, as last year, at 24.7 per cent. At the D-1 level, the proportion has decreased from 30.1 per cent, to 28.9 per cent (93 of a total of 321). However, at the D-2 level, the proportion of women has increased by 4.4 per cent, from 17.9 per cent to 22.3 per cent (25 out of a total of 112). At the Under-Secretary-General level, the proportion of women stood at 10.5 per cent, a decline of 1.3 per cent (4 women of 38). At the Assistant Secretary-General level, the proportion of women stood at 10.2 per cent, a decrease of 0.6 per cent (4 women out of 39).

2. Staff in the Professional and higher categories on posts subject to geographical distribution

6. In this more restricted category of professional staff on posts subject to geographical distribution, as of 30 June 2002, there were 41 per cent women (1,022 women out of a total of 2,492 staff) compared to 40.2 per cent a year ago (see table 2). This marginal increase of 0.8 per cent is consistent with the average rate of increase of approximately 1 per cent per year in this category since 1989.

7. In this category the proportion of women at the D-1 level and above increased by 1 per cent, from 32.7 to 33.7 per cent (110 out of a total of 326 staff at these levels: see table 4). Nevertheless, at the D-1 level, the number of women remained at 82, the same as last year.

3. Staff in the Professional and higher categories on language posts

8. The gender distribution of professional staff with special language requirements has seen a measured improvement. A slight increase took place, from 38.4 per cent in June 2001 to 39.2 per cent (336 women out of 857 staff) in June 2002.[3]

4. Staff in the Professional and higher categories with appointments limited to service with a particular office, mission, fund or programme

9. Appointments in this category are limited to service with the United Nations Environment Programme (UNEP), the United Nations Centre for Human Settlements (Habitat) and the United Nations Office for Drug Control and Crime Prevention (ODCCP). Of these appointments, cumulatively, women comprise 32.7 per cent (118 women out of 361 staff) of staff in this category. At the D-1 level and above, women constitute 15.6 per cent (8 women and 43 men).

5. Staff in the Professional and higher categories in peacekeeping and peace-building missions administered by the Department of Peacekeeping Operations/Field Administration and Logistics Division

10. Building on Security Council resolution 1325 (2000) of 31 October 2000, the Secretary-General formed a Senior Appointments Group to advise on personnel selections for leadership positions, including

positions in peace operations. In May 2001, Member States were invited to submit names for inclusion in a roster, including as many qualified women candidates as possible. Furthermore, the global staffing strategy for peacekeeping operations (A/55/305-S/2000/809) set out the design for a new Intranet/Internet-based roster for civilian candidates, allowing for easier identification of qualified women candidates at all levels and in all occupational groups. Policy guidelines, written procedures and monitoring mechanisms will also be developed to ensure that the goals of improved gender balance and geographical distribution are fully and effectively taken into account in all human resources aspects of peace operations.

11. While the number of professional staff with appointments of one year or more assigned to peace operations increased from 1,415 to 1,437 (345 women and 1,092 men), the percentage of women decreased slightly (0.7 per cent) from 24.7 per cent to 24 per cent. In peace operations, the number of men far exceeds the number of women among the professional staff with appointments of one year or more (see table 5). Men account for approximately 76 per cent of civilian mission staff.

12. The distribution of professional staff by peace missions (table 5) indicates that, of 28 peace operations,[4] staff at six missions are men only and that 22 missions have staff that is over 70 per cent male. In peace operations with more than 5 professional staff, only four have 30 per cent or more of female professional staff. In 10 peace operations, women constitute between 20 and 30 per cent of staff. In six peace operations, women constitute less than 20 per cent of total staff.

13. At the D-1 level and above, women in peace operations constitute only 4.2 per cent of staff (4 out of 92). Moreover, of the 28 peace operations, 24 have no women at those levels.

14. In the Field Service category, out of 1,636 staff working in the peace operations, women constitute 22.2 per cent of staff, with only 2.3 per cent (2 out of 86) at levels equivalent to those in the Professional and higher categories (FS-6 and FS-7).[5]

6. Staff on project posts

15. Staff on project posts (200 series) constitute a population of 837 staff. Within this population, the proportion of women increased by 0.5 per cent, from 29.8 per cent as at 30 June 2001 to 30.3 per cent (254 women out of 837 staff) as at June 2002.[6] With the exception of the L-2 level (total of 241 staff), the percentage of women at all other levels remains below the 50 per cent target. At these levels women comprise: L-3 — 39.2 per cent (69 out of a total of 176); L-4 — 20.9 per cent (30 women of a total of 143 staff); L-5 — 10.7 per cent (21 women of a total of 195 staff) and L-6 — 12.3 (9 women out of a total of 73 staff). At the L-7 level, the proportion of women remains, as last year, at 12.5 per cent (one woman out of a total of nine staff).

B. Representation of women in the Professional and higher categories in Departments and Offices with more than 20 professional staff

16. The 50 per cent gender balance overall has been achieved and exceeded in four Departments and Offices: the Office of Human Resources Management (OHRM) (55.7 per cent); the Department of Management (54.1 per cent); the Office of Programme Planning, Budget and Accounts (52.3 per cent); and the Department of Public Information (50.4 per cent).

17. In four other Departments and Offices, women account for less than 30 per cent of staff: the Economic Commission for Europe (ECE) (28.3 per cent), the Office of Central Support Services (24.8 per cent), the Department of Peacekeeping Operations/Field Administration and Logistics Division (24 per cent) and the United Nations Monitoring, Verification and Inspection Commission (UNMOVIC) (17.6 per cent).

18. The overall figure for women at the D-1 level and above stood at 24.6 per cent. The goal of 50 per cent gender balance at the D-1 level and above have been met or exceeded by three Departments and Offices: the United Nations Office at Vienna (60 per cent), OHRM (57.1 per cent) and the Office of the United Nations High Commissioner for Human Rights (OHCHR) (50 per cent).

19. Twelve Departments and Offices reached between 30 and 40 per cent representation of women at these levels; 11 Departments and Offices reached between 10 and 30 per cent representation of women at these levels; and two Departments and Offices have less than 10 per cent of women at the D-1 level and above: the Office for the Coordination of Humanitarian Affairs

(8.3 per cent with a decrease of 2.8 per cent from last year); and the Department of Peacekeeping Operations/Field Administration and Logistics Division (4.2 per cent, with a decrease of 3.5 per cent from last year).

20. Three Departments and Offices have no women staff at these levels: the United Nations Compensation Commission (UNCC), the Office for the Iraq Programme, and the United Nations Office at Nairobi.

C. Appointments of staff in the Professional and higher categories in the Secretariat

1. Higher-level appointments

21. At the Under-Secretary-General level, of 11 appointments, one was a woman (ECE), constituting 9.1 per cent. At the Assistant Secretary-General level, of 10 appointments, one was a woman (United Nations Framework Convention for Climate Change), constituting 10 per cent. In addition, the Secretary-General has appointed two women on non-geographical posts at the Assistant Secretary-General level (Special Representative of the Secretary-General, the United Nations Observer Mission in Georgia (UNOMIG) and Deputy Special Representative of the Secretary-General, the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC) during the current reporting period.[7]

2. Professional level appointments

22. The goal of 50 per cent gender balance in the appointments of professional staff with appointments of one year or more was met only at the P-2 level. At all other levels,[8] the recruitment of more men than women continued. Consequently, the proportion of women at all levels appointed in the Secretariat during the period decreased by 7.5 per cent, from 40.7 per cent to 33.2 per cent. The gender imbalance in appointments is notable at the middle and upper levels, P-4, P-5, D-1 and D-2, with appointments of women accounting for 22.7, 12.1, 19.2 and 21.4 per cent, respectively. At the P-4 level, the decline was particularly significant (9.4 per cent), decreasing from 32.1 per cent to 22.7 per cent. Similarly, at the P-3 level a notable decline of 10.7 per cent occurred.

23. With respect to reappointments,[9] the report of OIOS on possible discrimination due to nationality, race and sex, religion and language in recruitment, promotion and placement (A/56/956) noted that, during the period from 1998 to 2001 smaller proportions of reappointments are shown for females from the P-3 to the D-2 levels. The level that demonstrates the largest difference between male and female reappointments is at P-4 level. Reappointment rates varied greatly among regions; however female reappointment rates were consistently lower for all regions. At the P-4 level, reappointment rates of men are 3.5 times those of women.

24. While the recruitment of women at all levels lagged behind that of men, some Departments and Offices made efforts to meet the goal of 50 per cent in recruitment of women. However, only 11 Departments and Offices met or exceeded the above-mentioned goal: the United Nations Fund for International Partnerships (UNFIP) (75 per cent); the Department of Management/Office of the Under-Secretary-General (71.4 per cent); the Economic and Social Commission for Western Asia (ESCWA) (66.7 per cent); the Department of Public Information (58 per cent); the United Nations Office at Vienna (57.1 per cent); the Department of Economic and Social Affairs (56 per cent); OHRM (54.5 per cent); the Office of the United Nations High Commissioner for Human Rights (54.5 per cent); the Office of Programme Planning, Budget and Accounts (50 per cent); interorganizational bodies (50 per cent); and the United Nations Office of the Iraq Programme (50 per cent).

3. National competitive examinations and language examinations

25. Women accounted for 59 per cent (36 of the 61) of recruits from the national competitive examinations. In the language exams, women candidates who were successful comprised 55.8 per cent (19 of the 34 staff).[10] This represents an increase of 2.7 and 5.8 per cent, respectively, as compared to last year.

D. Promotions

26. Promotions of women registered an overall decrease of 3 per cent (47.1 to 44.1 per cent). Furthermore, the goal of General Assembly resolution 55/69, namely, that the appointment and promotion of suitably qualified women would not be less than 50 per

cent of all appointments and promotions at each level, was met and exceeded only at the P-2 level (60.9 per cent).

27. At the senior levels (P-5 through D-2), as compared to the number of women promoted in the previous year, increases of 5.4, 8.9 and 3.3 per cent occurred at the P-5 (44.6 per cent), D-1 (44 per cent) and D-2 (33.3 per cent) levels, respectively. Women accounted for three promotions out of nine at the D-2 level and 11 out of 25 at the D-1 level. In contrast, at the P-3 and P-4 levels, significant declines of 7.1 per cent and 11.5 per cent were registered.

E. Mobility

28. Mobility among staff in the Professional and higher categories remains low.[11] Of 358 promotion cases, 32 entailed transfers between Departments and Offices (8.9 per cent). More women (21 staff) than men (11 staff) moved between Departments and duty stations on promotion, disavowing the stereotype that women are not mobile. Furthermore, of eight cases of lateral transfer, three were women and five were men.

F. Gender distribution of staff in the General Service and related categories

29. The majority of staff members in the General Service category are women (61.9 per cent, or 4,277 women out of 6,694 staff). Women are, nevertheless, severely underrepresented in both the Security and the Trades and Crafts categories, where they account for 9.3 per cent (19 out of 205 staff) and 3.5 per cent (6 out of 190 staff), respectively. In the Field Service category, at levels corresponding to General Service category, women account for 22.1 per cent (366 out of 1,656 staff).[12]

30. Out of 546 promotions in the General Service category, 63.6 per cent were women. A total of 17 General Service staff (14 women and 3 men) moved between Departments and Offices on promotion, indicating that there is only very marginal upward mobility among General Service staff. There were also 53 lateral transfers across Departments/Offices (43 women and 10 men). Nevertheless, as a result of the G to P examination in 2002, 12 women and 10 men were promoted from the General Service category to the Professional and higher categories.[13] Of 52 promotions in the Field Service category, 7.7 per cent were women. Out of 32 promotions in the Security Service, only 9.4 per cent of staff were women, with none being promoted at the S-3 through S-7 levels. Out of 30 promotions in Trades and Crafts, 3.3 per cent were women.[14]

31. This situation indicates a limited, nearly static, scope for the career development of General Service staff, most of whom are women. It also constitutes a leading concern of staff as revealed by the survey undertaken by the Group on Equal Rights for Women at the United Nations. In this context, the report of the Group[15] lists recommendations that effectively support the position of the Secretary-General,[16] urging the General Assembly to "lift restrictions" on the career development of General Service staff.

III. Overview of the representation of women staff at the Professional and higher categories in the United Nations system

32. The overall proportion of women in the Professional and higher categories in the 28 entities of the United Nations system has risen from 33.5 per cent in December 1999 to 33.7 per cent on 31 December 2000[17] as shown in table 2. The United Nations Population Fund (UNFPA) continues to have the highest proportion, with 50.4 per cent. The comparative analysis below covers the 26 entities with 20 or more staff at the Professional level and above.

33. Three of 26 organizations have over 40 per cent of professional women staff overall. Ten of the 26 organizations have between 30 and 40 per cent professional women staff overall. Twelve of the 26 organizations have less than 30 per cent professional women staff overall.

34. At the D-1 level and above, the increase in representation has been negligible, at 0.2 per cent between 31 December 1999 (20.6 per cent) and 31 December 2000 (20.8 per cent), including:

(a) Two organizations, although having less than 20 staff at the Professional level and above, have met the 50 per cent gender balance target: the United Nations Institute for Training and Research (UNITAR) (12 professional staff) and the International Civil Service Commission (ICSC) (13 professional staff);[18]

(b) Five organizations have 30 per cent and more women at these levels: the Joint United Nations Programme on HIV/AIDS (UNAIDS) (44.4 per cent), the World Food Programme (WFP) (37 per cent), UNFPA (34.6 per cent), the United Nations Children's Fund (UNICEF) (30.5 per cent), and the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) (30 per cent);

(c) Six organizations have between 20 and 30 per cent of women at these levels: the Office of the United Nations High Commissioner for Refugees (UNHCR) (28.3 per cent), the United Nation Secretariat (27.8 per cent), the United Nations Educational, Scientific and Cultural Organization (UNESCO) (23 per cent), the World Health Organization (WHO) (22.8 per cent) and the International Maritime Organization (IMO) (21.4 per cent);

(d) Six organizations have between 10 and 20 per cent of women at these levels: the United Nations Development Programme (UNDP) (19.8 per cent), ILO (16.5 per cent), the International Fund for Agricultural Development (IFAD) (14.2 per cent), IAEA (11.6 per cent), the Food and Agriculture Organization of the United Nations (FAO) (11.4 per cent) and the World Intellectual Property Organization (WIPO) (11.1 per cent);

(e) Four organizations have below 10 per cent of women at these levels: the United Nations Office for Project Services (7.5 per cent), the International Telecommunication Union (ITU) (4.7 per cent), the United Nations Industrial Development Organization (UNIDO) (4.5 per cent), and the World Meteorological Organization (WMO) (4 per cent);

(f) Six organizations have no women professional staff at these levels: the International Trade Centre (ITC) (United Nations Conference on Trade and Development (UNCTAD)/General Agreement on Tariffs and Trade), the International Training Centre of the International Labour Organization (ICAT), the International Civil Aviation Organization (ICAO), the United Nations University, the Universal Postal Union (UPU) and the International Court of Justice.

It is hoped that in the future, through the United Nations System Chief Executives Board for Coordination, it will be possible to obtain data on gender balance from United Nations system entities on a more timely basis.

IV. Developments since 30 June 2001

A. Human resource action plans

35. The initial series of action plans to achieve gender balance (gender action plans) in individual Departments and Offices of the Secretariat covered the period from 1 July 2000 to 31 December 2000. Since then, the gender action plans have been fully integrated within the broader framework of the human resources action plans covering the period from 1 April 2001 to 31 December 2002. All 24 Departments and Offices now participate in these plans.

36. In May 2002, heads of Departments and Offices reported on their performance in 2001 under the action plans. In 2001, 20 of 24 Departments and Offices met or exceeded the target of selecting women for 50 per cent or more of the vacancies filled under the plans: the Department for Disarmament Affairs, the Department of Economic and Social Affairs, the Department of General Assembly Affairs and Conference Services, the Department of Management, the Department of Political Affairs, the Department of Public Information, the Economic Commission for Africa (ECA), ECE, the Economic and Social Commission for Asia and the Pacific (ESCAP), OCSS, OHRM, OIOS, ODCCP, OHCHR, the Office of Legal Affairs, the Office of Programme Planning, Budget and Accounts, Habitat, UNCTAD, UNEP and the United Nations Office at Vienna. This constitutes an increase of 15[19] compared to the last reporting period in which only five Departments and Offices, namely, the Department of General Assembly Affairs and Conference Services, the Department of Political Affairs, ESCWA, OIOS and ODCCP, met or exceeded this target.

B. The new system of recruitment, promotion and placement

37. The Secretary-General's human resources management reform programme, as endorsed by the General Assembly in its resolution 55/258 of 14 June 2001, mandated the introduction of a new recruitment, promotion and placement system, which came into effect on 1 May 2002. Under this new system, each

head of Department/Office has decentralized and direct responsibility for ensuring equal women's representation at all levels as well as for career development for staff up to the D-2 level, taking into account those special measures for women which still apply. As such, departmental focal points should be refocused to support the heads of departments in meeting their targets. The Central Review Bodies will ensure adherence to the prescribed procedures and the substance of progress is to be monitored by OHRM.

C. Gender issues in the workplace and gender mainstreaming training

38. To develop greater competencies of United Nations staff members in the area of gender equality issues, two types of tailored training programmes are offered: gender issues in the workplace and gender mainstreaming. The purpose of the first programme is to promote greater understanding and to maximize the contributions of both men and women to the work of the Organization. Men and women examine their experiences, assumptions and perceptions about themselves and the opposite sex to gain insight on how to work with greater efficiency and harmony in the workplace. In this context, in 2001, the United Nations Office at Nairobi organized a programme on capacity-building for women professionals.

39. Since July 2001, programmes to develop competencies in gender mainstreaming have been organized by OHRM at the United Nations Office at Vienna, OCDCCP, the Department of Economic and Social Affairs and ESCAP. Further information on gender mainstreaming training is provided in the report of the Secretary-General on follow-up to and progress made in the implementation of the Beijing Declaration and Platform for Action and the outcome of the twenty-third special session of the General Assembly (A/56/319).

40. Additionally, OHRM workshops on career development and its mentoring programme, introduced in autumn 2001, also support an inclusive, gender-sensitive work environment.

41. The Training and Evaluation Service of the Department of Peacekeeping Operations has developed an in-mission training package on "Gender and Peacekeeping". This is adapted from the training course "Gender and Peace Support Operations" developed by the Canadian Department of Foreign Affairs and International Trade and the United Kingdom Department for International Development, with a view to informing peacekeepers of gender roles and responsibilities in conflict situations as well as to make peacekeepers aware of the gender implications of their actions.

42. A consolidated training package was piloted by the United Nations Transitional Administration in East Timor (UNTAET) and in the United Nations Mission in Ethiopia and Eritrea (UNMEE) in 2001. Also, training was undertaken at MONUC and the United Nations Assistance Mission in Sierra Leone (UNAMSIL). A "Gender and Peacekeeping" publication is now being prepared for training purposes for Member States. With specific focus on conflict and post-conflict situations, UNITAR has developed an initiative called "Training for civilian personnel in peacekeeping operations on the special needs of women and children in conflict". It was undertaken at UNMIBH in December 2001 and at UNMEE in June 2002.

D. Work/family agenda

43. A central goal of the Secretary-General's human resources reform is to enhance the mobility of staff between functions, Departments and duty stations. Hence, OHRM has undertaken a worldwide survey of international staff on work/life conditions of greatest concern to staff and which may impede staff mobility. The survey indicates that spousal employment restrictions pose a major constraint, particularly for dual-career couples. In addition, the report of the Joint Inspection Unit on young professionals in selected organizations of the United Nations system: recruitment, management, and retention (A/55/798) also identified spousal employment as one of the most critical of family support issues, having a direct impact on the ability of the organizations to retain and attract staff.

44. Measures to reduce current barriers to mobility have been proposed in the recent report of the Secretary-General, entitled "Strengthening of the United Nations: an agenda for further change" (A/57/387). These measures include a review of arrangements between the organizations of the United Nations common system to ensure that spouses of United Nations staff are given favourable consideration for job opportunities within and outside the system in

field locations. In this context, the Secretary-General intends to approach Governments to explore the possibilities for renegotiation of host country agreements.

45. The same report indicates that flexible working arrangements and part-time employment measures will be introduced to help staff balance their professional and private lives and assist to attract and retain quality staff, particularly women. A pilot exercise is under way in the Department for Disarmament Affairs.

46. There is also focus on paternity leave. ICSC agreed in principle that it could be introduced in the common system, provided that it was uniformly undertaken and be of reasonable duration, taking into account the needs of the organizations and of the families. Once introduced, such a uniform policy would supersede any existing paternity leave entitlements in the organizations. Specific proposals prepared by the ICSC secretariat will be reviewed at the Commission session next year.

E. Policies and procedures governing harassment, including sexual harassment

47. In June 2001, the Special Adviser on Gender Issues and Advancement of Women formed an inter-agency working group (including membership of OHRM, OIOS, the Joint Appeals Board and Joint Disciplinary Committee, the Group on Equal Rights for Women at the United Nations, UNDP and UNICEF) to review and propose needed improvements in United Nations policies to prevent and handle sexual harassment complaints. A user-friendly guideline for civilian staff on the substance and process of redress of sexual harassment complaints is to be prepared in 2002, building on the joint work of the Department of Peacekeeping Operations and the Office of the Special Adviser (see para. 48).

48. The Department of Peacekeeping Operations, in close collaboration with the Office of the Special Adviser, and in wider consultation with OHRM, the Office of Legal Affairs and others, has prepared a directive on sexual harassment for United Nations peacekeeping and other field missions. The aim of the directive is to inform all military members of national contingents, military observers and civilian police officers of the standards of behaviour expected of members of the United Nations community, of the need to foster a positive and inclusive working climate and of the applicable process for addressing a complaint of sexual harassment in the workplace. This effort is also to assist the inter-agency working group, mentioned above, to clarify, harmonize and expedite the process of addressing complaints of sexual harassment in the civilian category of United Nations staff.

V. Conclusions

49. Since the last reporting period (A/56/472), there has been some improvement, although uneven, in the status of women in the Secretariat. In the restricted category of staff on posts subject to geographical distribution, women account for over 41 per cent, an increase of 0.8 per cent over last year. In the larger category of staff with appointments of one year or more, however, women comprise 35 per cent of all staff (2,005 women out of 5,733 staff), an increase of 0.4 per cent over last year's 34.6 per cent.

50. At the D-2 level, there has been an encouraging increase of 4.4 per cent to 22.3 per cent of women (25 women of 112 staff). At all other senior and middle professional levels, progress has been either marginal or absent. At the Under-Secretary-General level the proportion of women has declined by 1.3 per cent (4 women of 38, i.e. 10.5 per cent), while a marginal increase of 0.6 per cent (5 women out of 40, i.e. 12.5 per cent) occurred at the Assistant Secretary-General level. Nevertheless, these levels remain lower than in 1998. At the D-1 level, the proportion of women has decreased by 1.2 per cent (93 of total 321, i.e. 28.9 per cent).

51. The percentages of women at the P-4 and P-5 categories remain unchanged. At the lower levels of P-3, P-2, P-1, marginal increases have been registered at 1.1 per cent, 0.8 per cent and 2.5 per cent, bringing the overall proportions at these levels to 38, 48.8 and 63.1 per cent, respectively.[20]

52. Appointments of women to professional and higher level staff declined by 7.5 per cent. Women constituted 33.2 per cent of all appointments this year as compared to 40.7 per cent last year. At the P-3 and P-4 levels notable declines of 10.7 and 9.4 per cent, respectively, occurred. At the Under-Secretary-General and the Assistant Secretary-General levels,

appointments of women constituted 9 per cent or 1 out of 11, and 10 per cent or 1 out of 10, respectively.

53. Women accounted for 44.1 per cent of all promotions, a decline of 3 per cent since last year. Furthermore, at the P-3 and P-4 levels notable declines of 7.1 and 11.5 per cent, respectively, were registered. Only at the P-2 level was the 50 per cent goal achieved.

54. Men continued to dominate civilian personnel in peace operations in the field. At the D-1 level and above, the situation continues to be unsatisfactory, with women representing only 4.2 per cent of all staff at these levels. Furthermore, of 28 peace operations, 24 have no women at these levels, although women have proved that they perform all civilian functions equally effectively. Further special efforts are needed to ensure significant increases in women professional staff in peace operations at all levels, especially at the D-1 level and above.

55. Notwithstanding the General Assembly resolutions, the advance towards gender equality at the professional and higher levels has been less than impressive. While further analysis would be required to pinpoint causes with exactitude, the OIOS report (A/56/956) provides certain substantiated pointers. It confirms that, while some strides have been made in achieving gender equality, "the process has been very slow; men have been more likely to be hired, promoted and reappointed, particularly at P-4 to D-2 levels". Furthermore, it states "there has been an increase in the proportion of women separating from the Organization, from 42 per cent in 1998, to 48 per cent in 2001. The recruitment trend for women does not even match the separation trend, which indicates that the Organization is unlikely to meet its gender parity target without concentrated efforts to recruit females and retain the female staff currently employed". The report concludes that "more attention needs to be given to recruiting and promoting women at the higher levels and to counteract the rising separation of women from the Organization".

56. In addition to the above, other partial and probable causes would include weak accountability mechanisms, attitudinal problems, merely rhetorical commitment to gender at all levels, inadequate spousal employment and work/life policy and its application, insufficient attention to career development, inefficiencies and delays of the internal justice system, technicalities of the recruitment, promotion and placement system, questions of attrition, especially at the mid-professional level, and variable quality and levels of departmental focal point representation. Each of these areas will need to be further analysed.

57. Further improvement in the representation of women in the United Nations Secretariat will depend on a number of factors, the effectiveness of the implementation of the human resources action plans for 2001-2002 in the new system of recruitment, promotion and placement as well as more effective and early mechanisms of complaint resolution being two of the more important. Prior to this new system, the system of special measures for the advancement of women in the Secretariat had been a principal method to achieve the gender balance target of 50 per cent at all levels. Because special measures are no longer an explicit measuring tool of the new system, and because responsibility and accountability has passed to department heads under the human resources action plans, greater attention will be given by all actors concerned to monitoring and evaluating the approach of the new system on gender balance.

58. In this context, the OIOS report on discrimination states that the degree to which improvement is achieved depends heavily on the accountability of managers for the decisions they make regarding recruitment, placement, mobility and promotion. Ongoing and strict monitoring of the new system and future development of supporting tools and training programmes by the OHRM is critical to its success. In addition, it recommends that further concentrated efforts should be made to achieve gender parity, especially at the higher levels and to determine the causes for the increasing trend of separation of female staff from the Organization. Also, it states that efforts put on early dispute resolution reap benefits in terms of staff morale, issues of deep relevance to women as indicated by the survey carried out by the Group on Equal Rights for Women at the United Nations on morale. Progress on these fronts will now need to be monitored, evaluated and effected by OHRM and the Office of the Special Adviser, with performance of individual Departments being reflected in future reports of the Secretary-General to the General Assembly and the Commission on the Status of Women.

59. There have been several instances of innovative planning and projects to achieve gender equality goals. With the introduction of the new system and new management tools, such as human resources action

plans, individual accountability of managers and the appointment of the ombudsman, the Secretariat is expected to demonstrate a better performance. However, some areas of concern remain. These include: the impact of the new system on the representation of women, the reconfigured roles of the departmental focal points, spouse employment, the causes of the rising separation rates of women and career development of both professional and, more especially, General Service staff.

Notes

[1] Andorra, Antigua and Barbuda, Bahrain, Brunei Darussalam, Guinea Bissau, Kiribati, Marshall Islands, Monaco, Nauru, Palau, Republic of Moldova, Samoa, Sao Tome and Principe, Turkmenistan, United Arab Emirates and Uzbekistan.

[2] Afghanistan, Angola, Bangladesh, Belarus, Benin, Bhutan, Cape Verde, Central African Republic, Chad, Comoros, Congo, Cyprus, Democratic People's Republic of Korea, Gabon, Georgia, Grenada, Honduras, Iceland, Lao People's Democratic Republic, Libyan Arab Jamahiriya, Malawi, Maldives, Malta, Mauritania, Mauritius, Micronesia (Federated States of), Mozambique, Nepal, Papua New Guinea, Qatar, Rwanda, Seychelles, Solomon Islands, Tajikistan, Togo, Tuvalu and Vanuatu.

[3] IMIS (table 8).

[4] S:\GLOBAL\CRYSTALL REPORTS\Gender breakdown by missions and grade.rpt.

[5] IMIS (table 15 D).

[6] IMIS (table 15 C).

[7] Woman Assistant Secretary-General (Ombudsman) appointed as of 14 July 2002; woman Under-Secretary-General (UN-Habitat) as of 1 September 2002.

[8] P-1 level is an exception — one appointment made.

[9] Reappointment is when a staff member who has formally separated from the Organization is brought back into it; it does not include regular extension of appointment.

[10] IMIS (table 18B.RSL).

[11] Statistics based on OHRM/IMIS "List of staff promoted and transferred in year July 2001 to June 2002" of 05/09/02.

[12] IMIS (table 15 E).

[13] IMIS/OHRM "List of staff who were promoted from General Service to Professional category in 2002" of 07/09/02.

[14] Statistics based on OHRM/IMIS "List of staff promoted and transferred in year July 2001 to June 2002" of 05/09/02 and OHRM information circulars on placement and promotions list for staff in the General Service and related categories (July 2001 to June 2002).

[15] Source: GERWUN report — strengthening and revitalizing the Organization, June 2002.

[16] Secretary-General's letter to staff on 23 September 2002.

[17] The latest data available from the secretariat of the Administrative Committee on Coordination (ACC).

[18] Figures are only for organizations with less than 20 professional staff.

[19] Data for the period January-June 2002 is currently under review and will be available in September 2002.

[20] P-1 level figures are insignificant since the total number of posts on 30 June 2002 stood at 19 out of a total of 5,731 staff.

Abbreviations

DDA	Department for Disarmament Affairs
DESA	Department of Economic and Social Affairs
DGACM	Department for General Assembly and Conference Management (former DGAACS, Department of General Assembly Affairs and Conference Services)
DM	Department of Management
DM/OCSS	Department of Management/Office of Central Support Services
DM/OHRM	Department of Management/Office of Human Resources Management
DM/OPPBA	Department of Management/Office of Programme Planning, Budget and Accounts
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DPKO/FALD	Department of Peacekeeping Operations/Field Administration and Logistics Division
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
INTERORG	Interorganizational bodies
	Joint Inspection Unit
	ACC secretariat
	International Computing Centre
	Information Systems Coordination Committee
OCHA	Office for the Coordination of Humanitarian Affairs
ODCCP	United Nations Office for Drug Control and Crime Prevention
OHCHR	Office of the United Nations High Commissioner for Human Rights
OHRLDC	Office of the High Representative for the Least Developed Countries, Land-locked Developing and Small Island Developing States
OIOS	Office of Internal Oversight Services
OLA	Office of Legal Affairs
OSG	Office of the Secretary-General

OSRGCAC	Office of the Special Representative of the Secretary-General for Children and Armed Conflict
REGCOM	Regional commissions liaison office
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNCC	United Nations Compensation Committee
UNCHS	United Nations Centre for Human Settlements (Habitat)
UNEP	United Nations Environment Programme
UNFIP	United Nations Fund for International Partnerships
UNHCR	Office of the United Nations High Commissioner for Refugees
UNOG	United Nations Office at Geneva
UNOIP	United Nations Office of the Iraq Programme
UNON	United Nations Office at Nairobi
UNOV	United Nations Office at Vienna
UNMOVIC	United Nations Monitoring, Verification and Inspection Commission
UNSCO	United Nations Special Coordinator in the Occupied Territories
UNU	United Nations University

Table 1

Gender distribution of all staff in the Professional and higher categories with appointments of one year or more in the United Nations Secretariat, by department or office and by grade, as at 30 June 2002

	USG		*ASG*		*D-2*		*D-1*		*P-5*		*P-4*		*P-3*		*P-2*		*P-1*		*Total*		*Grand total*	*Percentage of women*
Department/office	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*		
REGCOM								1	1					1					1	2	3	66.7
UNFIP					1				1	1	1	4							3	5	8	62.5
OSRSGCAC	1					1			1		1	2		1					3	4	7	57.1
DM/OHRM				1	1	2	2	1	6	12	15	10	4	8	3	5			31	39	70	55.7
DM	1				1		4	2	4	6	4	6	2	4	1	2			17	20	37	54.1
DM/OPPBA			1		3		3	2	8	6	15	22	16	16	5	10			51	56	107	52.3
DPI	1				4	1	7	9	23	10	31	32	33	39	18	28			117	119	236	50.4
OSG	1	1	1	1	5	3	3	3	6	1	6	7	5	10	1	1			28	27	55	49.1
OLA	1		1		2	1	4	3	13	5	8	9	9	12	6	11			44	41	85	48.2
DESA	1		1	1	7	3	15	12	32	24	35	41	26	24	15	16			132	121	253	47.8
OHCHR		1	1		1		1	2	8	7	19	6	13	19	7	9			50	44	94	46.8
INTERORG					2		3			2	1	3	1	1					7	6	13	46.2
UNCC			1		1		4		3	3	9	9	46	28	7	19	1		72	59	131	45.0
UNOIP	1				1		1		2	1	3	4	2	3	1	1			11	9	20	45.0
OCHA	1				5	1	5		9	7	12	4	9	14	2	5			43	31	74	41.9
DGAACS	1		1		2	1	5	7	59	40	135	80	103	86	7	10			313	224	537	41.7
UNOV						1	2	2	10	7	31	14	17	14	2	3			62	41	103	39.8
ODCCP	1				2	1	11	1	23	4	25	14	13	17	1	11			76	48	124	38.7
ECLAC	1				1		5	6	15	6	31	16	20	15	18	14			91	57	148	38.5
DPA	3		5		6	2	8	6	13	12	19	7	13	10	5	8	1		73	45	118	38.1
ESCWA		1				1	5	1	14	3	20	8	8	11	5	7			52	32	84	38.1
OIOS	1					1	3	1	8	3	22	13	12	7	3	5			49	30	79	38.0
UNOG	1				1	2	7	3	30	25	85	39	79	42	10	9			213	120	333	36.0
UNON							2		5	1	20	9	18	14	11	7			56	31	87	35.6
DDA	1				2		1	1	4	4	5	2	2	1	3	1			18	9	27	33.3
UNCHS				1			4	1	12	3	17	8	17	9	11	8			61	30	91	33.0
UNCTAD	1		1		2		10	3	32	7	33	13	34	28	13	9			126	60	186	32.3
UNEP	1		2		8	1	27	8	41	9	62	29	53	34	10	14		1	204	96	300	32.0
ESCAP	1					1	9	1	18	9	39	11	33	11	9	17			109	50	159	31.4
ECA	1					1	12	2	26	4	30	19	32	17	10	7			111	50	161	31.1
DPKO	2		2		3		7	4	16	7	88	22	71	43	7	10			196	86	282	30.5
ECE		1			1		4	3	16	5	24	4	18	10	8	5			71	28	99	28.3
DM/OCSS			1		2		7	2	16	3	27	10	25	9	13	6			91	30	121	24.8
DPKOFALD	9		17	1	23	1	43	2	113	15	334	84	392	137	156	94	5	11	1092	345	1437	24.0
UNMOVIC	1						4	3	14	1	13	2	9	3	1				42	9	51	17.6
UNSCO								1	3		8								11	1	12	8.3
OHRLDC	1																		1	0	1	0.0
Total	**34**	**4**	**35**	**5**	**87**	**25**	**228**	**93**	**605**	**253**	**1 228**	**563**	**1 135**	**698**	**369**	**352**	**7**	**12**	**3 728**	**2 005**	**5 733**	**35.0**

Source: IMIS.

Table 2

Gender distribution of all staff in the Professional and higher categories with appointments subject to geographical distribution in the United Nations Secretariat, by department or office and by grade, as at 30 June 2002

Department/ office	*USG*		*ASG*		*D-2*		*D-1*		*P-5*		*P-4*		*P-3*		*P-2*		*P-1*		*Total*		*Grand total*	*Percentage of women*
	M	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*		
INTERORG					1					1				1					1	2	3	66.7
REGCOM								1	1					1					1	2	3	66.7
UNMOVIC								1	1					1					1	2	3	66.7
DM/OHRM				1	1	2	2	1	5	12	14	9	4	8	3	5			29	38	67	56.7
DPKO	1		2		2		2	4	7	7	15	16	10	17	6	10			45	54	99	54.5
DM	1				1		4	2	3	6	2	4	2	3	1	1			14	16	30	53.3
DM/OPPBA			1		3		3	1	6	6	13	19	12	14	5	8			43	48	91	52.7
EOSG	1	1		1	3	3	3	3	4	1	3	3	3	5		1			17	18	35	51.4
DPI	1				4	1	7	9	23	10	31	32	32	38	18	26			116	116	232	50.0
UNFIP					1				1	1		1							2	2	4	50.0
UNOIP	1								1	1				1					2	2	4	50.0
DESA	1		1	1	7	3	15	12	32	24	35	40	25	24	15	16			131	120	251	47.8
DGAACS	1		1		2	1	5	7	8	4	10	5	3	8	1	3			31	28	59	47.5
OHCHR		1	1		1		1	2	7	7	17	6	12	16	6	6			45	38	83	45.8
OLA	1		1		2	1	4	3	12	5	7	7	9	8	6	11			42	35	77	45.5
UNON							1		3	1	1	2	3	2	2	3			10	8	18	44.4
OCHA	1				3	1	5		7	7	8	2	5	10	2	4			31	24	55	43.6
DPA	1		3		4	2	8	6	11	10	15	7	9	9	3	7			54	41	95	43.2
UNCHS				1			1	1	5	1	7	5	7	3	1	4			21	15	36	41.7
UNEP	1				2		2	2	2	1	2	2	1	1		1			10	7	17	41.2
UNOG	1				1	1	6	3	7	3	12	8	17	13	8	8			52	36	88	40.9
OIOS	1					1	2	1	6	3	16	10	10	5	3	5			38	25	63	39.7
ESCWA		1				1	5	1	14	3	19	6	6	10	5	7			49	29	78	37.2
ODCCP	1				2		3	1	14		14	10	10	9	1	6			45	26	71	36.6
ECLAC	1				1		5	6	15	6	31	12	19	13	17	13			89	50	139	36.0
DDA	1				2		1	1	4	4	5	2	2	1	2	1			17	9	26	34.6
ESCAP	1					1	9	1	16	9	34	10	25	11	8	16			93	48	141	34.0
UNOV						1	2	2	8		7	2	3	5	2	1			22	11	33	33.3
UNCTAD	1		1		2		10	3	32	7	32	13	33	27	13	8			124	58	182	31.9
ECA	1					1	12	2	26	4	28	16	25	16	7	6			99	45	144	31.3
DPKOFALD							5		5	2	9	9	11	2	5	1			35	14	49	28.6
ECE		1			1		4	3	16	5	24	4	18	7	8	5			71	25	96	26.0
DM/OCSS			1		2		7	2	15	3	25	9	21	9	12	6			83	29	112	25.9
UNSCO								1	3		1								4	1	5	20.0
OHRLDC	1																		1	0	1	0.0
UNCC			1				1												2	0	2	0.0
OSRSGCAC																			0	0	0	
Total	**20**	**4**	**13**	**4**	**48**	**20**	**135**	**82**	**320**	**154**	**437**	**271**	**337**	**298**	**160**	**189**	**0**	**0**	**1 470**	**1 022**	**2 492**	**41.0**

Table 3
Comparison of the gender distribution of staff in the Professional and higher categories with appointments of one year or more, as at 30 June 2001 and 30 June 2002

	30 June 2001			*30 June 2002*			
Level	*Men*	*Women*	*Percentage of women*	*Men*	*Women*	*Percentage of women*	*Percentage change*
USG	30	4	11.8	34	4	10.5	-1.3
ASG	33	4	10.8	35	4	10.2	-0.6
D-2	92	20	17.9	87	25	22.3	+4.4
D-1	225	97	30.1	228	93	28.9	-1.2
Subtotal	**380**	**125**	**24.7**	**384**	**126**	**24.7**	**0**
P-5	582	244	29.5	604	253	29.5	0
P-4	1 175	538	31.4	1 228	563	31.4	0
P-3	1 072	628	36.9	1 135	698	38.0	+1.1
P-2	380	351	48.0	369	352	48.8	+0.8
P-1	13	20	60.6	7	12	63.1	+2.5
Total	**3 602**	**1 906**	**34.6**	**3 727**	**2 004**	**35.0**	**+0.4**

Source: Human Resources Planning and Management Information System Service.

Table 4
Comparison of the gender distribution of Professional and higher category staff on appointments of one year or more subject to geographical distribution, as at 30 June 2001 and 30 June 2002

	30 June 2001			*30 June 2002*			
Level	*Men*	*Women*	*Percentage of women*	*Men*	*Women*	*Percentage of women*	*Percentage change*
USG	19	4	17.4	20	4	16.6	-0.8
ASG	13	4	23.5	13	4	23.5	0
D-2	56	17	23.3	48	20	29.4	+6.1
D-1	132	82	38.3	135	82	37.7	-0.6
Subtotal	**220**	**107**	**32.7**	**216**	**110**	**33.7**	**+1.0**
P-5	312	149	32.3	319	154	32.5	+0.2
P-4	422	266	38.7	436	271	38.3	-0.4
P-3	347	286	45.2	336	298	47.0	+1.8
P-2	161	175	52.1	160	189	54.1	+2.0
Total	**1 462**	**983**	**40.2**	**1 467**	**1 022**	**41.0**	**+0.8**

Source: Human Resources Planning and Management Information System Service.

Table 5

Gender breakdown of internationally recruited United Nations Professional staff serving in peace operations (DPKO/FALD administered missions) as at 8 August 2002 (P-1 to USG)

Mission	*Percentage of women*	*Percentage of men*	*Total staff*	*Mission*	*Percentage of women*	*Percentage of men*	*Total staff*
PRSG	0	100	3	**UNOHCI**	21	79	124
UNDOF	0	100	5	**UNMEE**	22	78	83
UNGCI	0	100	1	**UNOA**	22	78	23
UNMOGIP	0	100	2	**UNAMSIL**	24	76	131
UNPOB	0	100	4	**UNMIK**	24	76	612
UNTSO	0	100	6	**EXPNATDRC**	25	75	8
UNIKOM	8	92	13	**UNOMIG**	25	75	28
UNFICYP	15	85	13	**MONUC**	26	74	207
UNOB	15	85	13	**UNMIBH**	31	69	133
UNIFIL	16	84	19	**UNLB**	33	67	6
MINURSO	18	82	34	**UNPOS**	33	67	3
UNMISET	18	82	164	**BONUCA**	34	66	9
UNAMA	20	80	5	**MINUGUA**	35	65	48
UNSCO	20	80	15	**UNTOP**	50	50	4

Percentage of women	No. of missions
0	6
1-10	1
11-20	7
21-30	8
31-50	6

Source: S:\GLOBAL CRYSTALL REPORTS\Gender Breakdown by missions and grade.rpt.

Names of missions

Office of the Personal Representative of the Secretary-General to Lebanon (PRSG)
United Nations Disengagement Observer Force (UNDOF)
United Nations Guard Contingent in Iraq (UNGCI)
United Nations Military Service Group in India and Pakistan (UNMOGIP)
United Nations Political Office in Bougainville (UNPOB)
United Nations Truce Supervision Organization (UNTSO)
United Nations Iraq-Kuwait Observation Mission (UNIKOM)
United Nations Peacekeeping Force in Cyprus (UNFICYP)
United Nations Office in Burundi (UNOB)
United Nations Interim Force in Lebanon (UNIFIL)
United Nations Mission for the Referendum in Western Sahara (MINURSO)
United Nations Mission in East Timor (UNMISET)
United Nations Assistance Mission in Afghanistan (UNAMA)
Office of the United Nations Special Coordinator for the Middle East (UNSCO)
United Nations Office of the Humanitarian Coordinator for Iraq (UNOHCI)
United Nations Mission in Ethiopia and Eritrea (UNMEE)
United Nations Office in Angola (UNOA)
United Nations Assistance Mission in Sierra Leone (UNAMSIL)
United Nations Interim Administration in Kosovo (UNMIK)
Expert Group of Natural Resources for the Democratic Republic of Congo (EXPNATDRC)
United Nations Observer Mission in Georgia (UNOMIG)
United Nations Mission in the Democratic Republic of the Congo (MONUC)
United Nations Mission in Bosnia and Herzegovina (UNMIBH)
United Nations Logistics Base, Brindisi (UNLB)
United Nations Political Office for Somalia (UNPOS)
United Nations Peace-building Support Office in the Central African Republic (BONUCA)
United Nations Mission for the Verification of Human Rights in Guatemala (MINUGUA)
United Nations Tajikistan Office of Peace-building (UNTOP)

Table 6

Gender distribution of staff in the Professional and higher categories in the organizations of the United Nations system (at Headquarters and other established offices) as at 31 December 2000

	P-1		P-2		P-3		P-4		P-5		D-1		D-2		UG[a]		Total		Grand total 2000	Percentage of women Dec. 2000	Percentage of women Dec. 1999	Percentage change
Organization	*M*	*W*	*M*	*W*	*M*	*W*	*M*	*W*	*M*	*W*	*M*	*W*	*M*	*W*	*M*	*W*	*M*	*W*				
UNFPA	1	2	16	34	9	16	21	35	58	36	24	10	9	6	1	2	139	141	280	50.4	50.4	0
UNITAR	0	0	1	1	0	2	3	1	1	1	0	1	1	0	0	0	6	6	12	50.0	45.5	+4.5
ICSC	0	0	0	2	2	1	3	2	1	0	0	1	1	0	0	0	7	6	13	46.2	35.7	+10.5
UNICEF	0	0	28	44	54	59	104	76	86	55	42	18	15	6	2	2	331	260	591	44.0	45.1	-1.1
WFP	2	3	7	21	34	31	45	27	32	11	11	6	4	3	2	1	137	103	240	42.9	42.9	0
UNESCO	6	17	64	111	99	129	125	76	165	59	75	20	27	11	8	2	569	425	994	42.8	41.6	+1.2
UNDP	5	6	104	154	74	37	121	112	163	77	134	32	49	12	7	3	657	433	1090	39.7	39.7	0
UNHCR	3	2	46	68	238	197	227	100	79	22	35	16	12	2	1	1	641	408	1049	38.9	39.0	-0.1
UNAIDS[b]	0	0	0	3	2	1	9	6	24	9	3	2	1	2	1	0	40	23	63	36.5	40.9	-4.4
UN	5	19	206	178	751	488	927	471	483	242	181	86	73	20	42	8	2668	1512	4180	36.2	35.8	+0.6
IMO	0	0	8	12	11	10	16	11	27	5	8	1	5	2	1	0	76	41	117	35.0	34.7	+0.3
IFAD	0	0	12	16	2	5	20	20	53	10	8	2	5	1	5	0	105	54	159	34.0	35.5	-1.5
ILO	1	0	11	18	67	75	126	76	193	56	58	10	17	4	11	3	484	242	726	33.3	32.3	+1.0
WHO	0	6	39	46	88	77	195	111	317	106	99	36	35	4	8	2	781	388	1169	33.2	32.4	+0.8
ICAT	0	0	2	4	10	11	18	8	19	3	1	0	3	0	0	0	53	26	79	32.9	28.2	+4.7
WIPO	0	0	10	11	16	26	57	30	63	10	29	5	12	1	7	0	194	83	277	30.0	31.4	-1.4
ITC	0	0	3	5	11	7	18	6	13	3	4	0	1	0	1	0	51	21	72	29.2	30.3	-1.1
ICJ	0	0	2	5	4	1	8	1	4	0	0	0	1	0	0	0	19	7	26	26.9	10.0	+16.9
ITU	7	4	17	16	39	31	78	11	49	7	10	1	5	0	5	0	210	70	280	25.0	22.7	+2.3
UNU	0	0	1	2	4	2	2	1	2	0	2	0	3	0	1	0	15	5	20	25.0	22.2	+2.8
FAO	0	1	55	59	142	90	286	75	260	34	119	14	38	5	13	3	913	281	1194	23.5	21.4	+2.1
UNOPS	1	2	17	15	13	12	49	16	82	13	32	3	4	0	1	0	199	61	260	23.5	23.5	0
UNRWA[c]	0	0	4	1	4	5	20	2	10	2	3	2	3	0	1	1	45	13	58	22.4	16.1	+6.3
ICAO	2	1	12	14	38	22	128	28	44	5	17	0	5	0	2	0	248	70	318	22.0	22.2	-0.2
WMO	0	0	1	2	5	9	34	9	30	5	12	0	9	1	3	0	94	26	120	21.7	17.6	+4.1
UNIDO	4	3	13	9	30	18	70	13	64	11	33	2	7	0	2	0	223	56	279	20.1	20.2	-0.1
UPU	1	0	0	0	26	8	15	5	6	2	8	0	3	0	2	0	61	15	76	19.7	18.8	+0.9
IAEA	6	5	28	18	187	57	238	44	203	17	22	4	9	1	7	0	700	146	846	17.3	18.1	-0.8
Total	**44**	**71**	**707**	**869**	**1960**	**1427**	**2963**	**1373**	**2531**	**801**	**970**	**272**	**357**	**81**	**134**	**28**	**9666**	**4922**	**14588**	**33.7**	**33.5**	**+0.2**

(Source and footnotes on following page)

(Source and footnotes to table 6)

Source: Personnel statistics (CEB/2002/HLCM/3,21 March 2002).

[a] UG stands for "ungraded" — e.g., USG, ASG, DDG, ADG, DG, SG, depending on the nomenclature used in the given organization.

[b] Last year data shows a total of 127 staff (75 men and 52 women). This year's data shows a drop of 64 staff.

[c] Last year data shows a total of 161 staff (135 men and 26 women). This year's total is 53 with a reduction of 103 staff from last year.